GOVERNMENT OF INDIA
HEAVY INDUSTRIES AND PUBLIC ENTERPRISES
LOK SABHA

UNSTARRED QUESTION NO:4286
ANSWERED ON:15.12.2000
VRS FOR PUBLIC SECTOR UNDERTAKINGS
BALIRAM

Will the Minister of HEAVY INDUSTRIES AND PUBLIC ENTERPRISES be pleased to state:

(a) The Public Sector Undertakings where Voluntary Retirement Scheme is being implemented;

(b) The employees who have opted for voluntary retirement in each public sector undertakings and the criteria for making payment to employees of group C and D employees; and

(c) The Public Sector Undertakings where the said scheme is likely to be implemented in near future?

Answer

MINISTER OF STATE FOR HEAVY INDUSTRIES AND PUBLIC ENTERPRISES (DR. VALLABHBHAI KATHIRIA)

(a) to (c): As per available information 2,31,885 employees of PSUs have taken Voluntary Retirement till 31.3.1999. The PSU-wise details where VRS has been implemented are given in Annexure-I.

The VRS likely to be implemented in near future in the Public Sector Undertakings will depend on the surplus manpower in the PSUs. The criteria for making payment to all the employees including Group C and D are briefly as per Annexure-II.

ANNEXURE-I

NUMBER OF EMPLOYEES IN CENTRAL PSEs WHO HAVE TAKEN VRS SINCE INCEPTION UPTO 31.3.99

1. National Seeds Corpn. Ltd. 727
2. Bengal Chemicals & Pharmaceuticals Ltd. 553
3. Bengal Immunity Ltd. 345
4. Hindustan Antibiotics Ltd. 384
5. Hindustan Insecticides Ltd. 192
6. Hindustan Organic Chemicals Ltd. 66
7 Indian Petro Chemicals Corpn. Ltd. 76
8. Karnataka Antibiotics & Pharmaceuticals Ltd. 9
9. Smith Stanistreet & Pharmaceuticals Ltd. 341
10. Fertilizer Corpn. of India Ltd. 1537
11. Fertilizers & Chemicals (Travancore) Ltd. 367
12. Hindustan Fertilizer Corpn. Ltd. 1751
13. Madras Fertilizers Ltd. 158
14. Paradeep Phosphates Ltd. 25
15. Projects & Development India Ltd. 714
16. Pyrites, Phosphates & Chemicals Ltd. 507
17. Rashtriya Chemicals and Fertilizers Ltd. 240
18. Air India Ltd. 17
19. Indian Airlines Ltd. 232
20. India Trade Promotion Organisation 69
21. M M T C Ltd. 1193
22. Mica Trading Corporation of India Ltd. 971
23. P E C Ltd. 17
24. Spices Trading Corporation Ltd. 10
25. State Trading Corpn. of India Ltd. 717
26. H T L Ltd. 485
27. I T I Ltd. 5495

28. Central Warehousing Corpn. 884
29. Food Corpn. of India 18
30. Hindustan Vegetable Oils Corpn. Ltd. 736
31. Bharat Dynamics Ltd. 131
32. Bharat Earth Movers Ltd. 1992
33. Bharat Electronics Ltd. 3237
34. Garden Reach Shipbuilders & Engineers Ltd. 268
35. Goa Shipyard Ltd. 3
36. Hindustan Aeronautics Ltd. 2013
37. Mazagon Dock Ltd. 1325
38. Mishra Dhatu Nigam Ltd. 7
39. Vignyan Industries Ltd. 85
40. Andaman & Nicobar Isl. Forest & Plant.Dev.Corp. Ltd. 4
41. Hindustan Latex Ltd. 48
42. Andrew Yule & Company Ltd. 624
43. Bharat Brakes & Valves Ltd. 155
44. Bharat Heavy Electricals Ltd. 987
45. Bharat Heavy Plate & Vessels Ltd. 143
46. Bharat Leather Corpn. Ltd. 94
47. Bharat Ophthalmic Glass Ltd. 72
48. Bharat Process & Mechanical Engineers Ltd. 620
49. Bharat Pumps & Compressors Ltd. 163
50. Braithwaite & Co. Ltd. 1405
51. Bridge & Roof Co.(India) Ltd. 351
52. Burn Standard Company Ltd. 3094
53. Cement Corpn. Of India Ltd. 413
54. Engineering Projects(India) Ltd. 191
55. Heavy Engineering Corpn. Ltd. 6266
56. Hindustan Cables Ltd. 1918
57. Hindustan Newsprint Ltd. 32
58. Hindustan Paper Corporation Ltd. 67
59. Hindustan Photo Films Manufacturing Corpn. Ltd. 881
60. Hindustan Salts Ltd. 21
61. HMT Ltd. 5653
62. Instrumentation Ltd. 1004
63. Jessop & Co. Ltd. 657
64. Mandya National Paper Mills Ltd. 298
65. Mining & Allied Machinery Corpn. Ltd. 2129
66. Nagaland Pulp & Paper Company Ltd. 335
67. National Bicycle Corporation of India Ltd. 683
68. National Industrial Dev. Corpn. Ltd. 55
69. National Instruments Ltd. 513
70. Nepa Ltd. 854
71. Praga Tools Ltd. 269
72. R B L Ltd. 63
73. Rehabilitation Industries Corpn. Ltd. 1940
74. Richardson & Cruddas(1972) Ltd. 2139
75. Sambhar Salts Ltd. 79
76. Scooters India Ltd. 1070
77. Tannery & Footwear Corpn. of India Ltd. 339
78. Triveni Structurals Ltd. 619
79. Tungabhadra Steel Products Ltd. 204
80. Tyre Corporation of India Ltd. 1132
81. Weighbird (India) Ltd. 219
82. National Film Dev. Corpn. Ltd. 68
83. C.M.C. Ltd. 45
84. Electronics Trade & Technology Dev. Corpn. Ltd. 28
85. Semi-Conductor Complex Ltd. 20
86. Eastern Coalfields Ltd. 13203
87. Neyveli Lignite Corpn. Ltd. 543
88. South Eastern Coal Fields Ltd. 1887
89. Bharat Aluminium Co. Ltd. 507
90. Bharat Gold Mines Ltd. 4329
91. Hindustan Copper Ltd. 7486
92. Hindustan Zinc Ltd. 1769
93. Mineral Exploration Corpn. Ltd. 4163
94. National Aluminium Company Ltd. 20
95. Balmer Lawrie & Co. Ltd. 148
96. Biecco Lawrie Ltd. 423
97. Engineers India Ltd. 53
98. I.B.P. Co. Ltd. 35
99. Indian Oil Blending Ltd. 21
100. Indian Oil Corporation Ltd. 794
101. Oil & Natural Gas Corporation Ltd. 3551
102. Oil India Ltd. 5
103. National Hydro Electric Power Corpn.Ltd. 847
104. National Thermal Power Corporation Ltd. 478
105. Central Electronics Ltd. 113
106. National Small Industries Corpn. Ltd. 437
107. Bharat Refractories Ltd. 582
108. Hindustan Steel Works Costn. Ltd. 8068
109. Indian Iron & Steel Co. Ltd. 1889
110. Kudremukh Iron Ore Co.Ltd. 7
111. Maharashtra Elektrosmelt Ltd. 41
112. Manganese Ore (India) Ltd. 398

113. Metallurgical & Engg. Consultants (India) Ltd. 73
114. Sponge Iron India Ltd. 108
115. Steel Authority of India Ltd. 21516
116. Visvesvarayya Iron & Steel Co. Ltd. 1076
117. Central Inland Water Transport Corpn. Ltd. 840
118. Cochin Shipyard Ltd. 154
119. Dredging Corpn.of India Ltd. 18
120. Hindustan Shipyard Ltd. 1818
121. Hooghly Dock and Port Engineers Ltd. 514
122. British India Corporation Ltd. 1735
123. Cawnpore Textiles Ltd. 1097
124. Central Cottage Industries Corpn. of India Ltd. 120
125. Cotton Corpn. of India Ltd. 12
126. Elgin Mills Company Ltd. 4529
127. Handicrafts & Handlooms Exports Corp.India Ltd. 97
128. Jute Corpn. of India Ltd. 176
129. National Jute Manufacturers Corporation Ltd. 3231
130. North Eastern Handicrafts & Handloom Dev.Corp. Ltd. 4
131. NTC (A.Pradesh, Karnataka, Kerala & Mahe) Ltd. 7588
132. NTC (Delhi, Punjab & Rajasthan) Ltd. 745
133. NTC (Gujarat) Ltd. 8747
134. NTC (Madhya Pradesh) Ltd. 8186
135. NTC (Maharashtra North) Ltd. 12315
136. NTC (South Maharashtra) Ltd. 11700
137. NTC (Tamilnadu & Pondicherry) Ltd. 4884
138. NTC (Uttar Pradesh) Ltd. 9485
139. NTC (West Bengal,Assam,Bihar & Orissa) Ltd. 8677
140. India Tourism Dev. Corpn. Ltd. 973
141. Hindustan Prefab Ltd. 481
142. National Bldg. Constn. Corpn. Ltd. 362
143. National Projects Construction Corpn. Ltd. 1835
144. Electronics Corpn. of India Ltd. 1036
145. Indian Rare Earths Ltd. 95
TOTAL 231885

ANNEXURE-II

THE CRITERIA FOR MAKING PAYMENT TO ALL THE EMPLOYEES OF CENTRAL PUBLIC SECTOR UNDERT INCLUDING GROUP `C` AND `D`

Enterprises which are financially sound and can sustain a scheme of VRS on their own surplus resources may devise and implement and variants of the existing VRS but in no case shall the compensation exceed 60 days salary for each completed year of service or the salary for the number of months service left, whichever is less. Salary for the purpose of VRS shall consist of Basic Pay and DA only and no other element.

2. Enterprises that make marginal profits or loss-making enterprises may adopt the revised scheme of VRS which is modelled on the Scheme that exists in the State of Gujarat. The details of the scheme are set out hereunder:

(i) The compensation will consist of salary of 35 days for every completed year of service and 25 days for the balance of service left until superannuation. The compensation will be subject to a minimum of Rs. 25,000/- or 250 days salary whichever is higher. However, this compensation shall not exceed the sum of the salary that the employee would draw at the prevailing level for the balance of the period left before superannuation.

(ii) Salary for purpose of VRS will consist of basic pay and DA only.

(iii) Arrears of wages due to revision etc. will not be included in computing the eligible amount.

(iv) Payment of bonus should conform to the provisions in the Bonus Act; Casual Leave may be encashed in proportionate measure upto the date of VRS.

3. For sick and unviable units, the VSS package of Department of Heavy Industry will be adopted. As a corollary, the VSS scheme may be modelled on Gujarat pattern and be made applicable as in para 2 above. The details of VSS are as under:

(i) An employee would be entitled to an ex-gratia payment equivalent to 45 days emoluments (pay + DA) for each completed year of service or the monthly emolument at the time of retirement multiplied by the balance months of service left before the normal date of retirement, whichever is less;

(ii) All those who have completed not less than 30 years of service, will be eligible for a maximum of 60 (sixty) months salary/wage as compensation. This will be subject to the amount not exceeding the salary/wage for the balance period of service left (at the rate of monthly salary/wage at the time of voluntary retirement).